



GRADUATE SCHOOL

GM0124 Managing and Organizing the Multinational Corporation, 7.5 credits

Att leda och organisera multinationella företag, 7,5 högskolepoäng
Second Cycle

Confirmation

This course syllabus was confirmed by Graduate School on 2019-10-01 and was last revised on 2023-10-16 to be valid from 2024-01-15, spring semester of 2024.

Field of education: Social Sciences 100%

Department: Graduate School

Position in the educational system

The course Managing and Organizing the Multinational Corporation, is a course within the Master of Science programmes at the Graduate School, School of Business, Economics and Law, University of Gothenburg.

Main field of studies

International Business and Trade

Specialization

A1N, Second cycle, has only first-cycle course/s as entry requirements

Entry requirements

To be eligible for the course Managing and Organizing the Multinational Corporation the participant must fulfil the entrance qualifications for the Master of Science programme in International Business and Trade. For programme specific entrance requirements, see programme syllabus.

Learning outcomes

The overall outcome of the course is to increase students' knowledge of international business management and organization and to develop their understanding, both theoretically and practically, of problems and phenomena in multinational corporations (MNCs).

On successful completion of the course the student will be able to:

1. define, explain, and compare approaches and theories on the subject of managing and organizing MNCs
2. demonstrate an in-depth understanding of research on managing and organizing MNC in order to critically reflect and systematically analyze issues and problems multinational corporations encounter
3. systematically illustrate, define, categorize and analyze a broad range of issues and problems that MNCs meet when organizing and managing activities across national borders
4. use different perspectives, theories and methods which can be integrated in practical applications when managing and organizing activities across units in different geographical locations.

Knowledge and understanding

Learning outcomes 1+2.

Competence and skills

Learning outcomes 1+2+3+4.

Judgement and approach

Learning outcomes 1+3+4.

Course content

To manage and organize MNCs means the skills to handle a set of problems similar to corporate management in a national or mono-cultural setting, but done so in a vastly more complex context. MNCs operate in diverse national markets and have to find constantly an optimal trade-off of different businesses, countries, functions tasks as well as a whole range of economic and political characteristics that differ between countries. In order to continuously stay in the forefront and generate sequences of competitive advantage it is necessary to implement adequate international management practices and therefore understand the context in which units within the MNC operate. This course deals with a variety of managerial and organizational implications due to this complex nature of MNCs.

The course is divided into four major themes that are relevant in order to understand how to manage and organize a MNC.

The first theme provides a background to research focusing on the MNC with special attention to the driving and evolving forces for how to manage and organize an organization across national borders.

The second theme focuses on the relationship between headquarters and their subsidiaries, how the management of subsidiaries has changed over time and how subsidiaries evolve.

The third theme relates to how knowledge is shared, and why knowledge is important to understand within a MNC. Focus will be on issues related to particularly knowledge sharing within the MNC in order for those to be efficient, innovative, and competitive.

The fourth theme links to the earlier themes by addressing overarching issues related to international management of contemporary MNCs: International Human Resource Management, the corporate and national culture balance, and sustainable management from a CSR perspective.

Form of teaching

Lectures, literature seminars and guest lectures.

Language of instruction: English

Assessment

The four learning outcomes are assessed through quizzes, an individual written exam, the various written hand-ins before the seminar discussions and participation in the discussions during the seminars.

Learning outcomes	Qualitative target covered	Assessment method used (Learning outcome assessed individually)	Assessment method used (Learning outcome assessed in group)
1	Knowledge and understanding Skills and abilities Judgement and approach	Written quizzes (one for each theme) Written exam	Written literature seminar hand-ins (one for each theme) and active seminar

			participation
2	Knowledge and understanding Skills and abilities	Written exam	Written literature seminar hand-ins (one for each theme) and active seminar participation
3	Skills and abilities Judgement and approach	Written exam	Written literature seminar hand-ins (one for each theme) and active seminar participation
4	Skills and abilities Judgement and approach	Written exam	Written literature seminar hand-ins (one for each theme) and active seminar participation

If the course coordinator agrees that the reason for absence or non-submission of compulsory elements is valid, then the missing elements can be replaced with alternative assignments.

Failure from literature seminars can be supplemented to a pass grade.

Individual assignments and exams shall be written individually, cooperation in formulating text, tables, figures etc. is not allowed.

If a student who has twice received a failing grade for the same examination component wishes to change examiner ahead of the next examination session, such a request should be made to the department in writing and should be approved by the department unless there are special reasons to the contrary (Chapter 6 Section 22 of the Higher Education Ordinance).

If a student has received a recommendation from the University of Gothenburg for study support for students with disabilities, the examiner may, where it is compatible with the learning outcomes of the course and provided that no unreasonable resources are required, decide to allow the student to sit an adjusted exam or alternative form of assessment.

In the event that a course has ceased or undergone major changes, students are to be guaranteed at least three examination sessions (including the ordinary examination session) over a period of at least one year, but no more than two years after the course has ceased/been changed.

The number of examinations is limited to five.

Grades

The grading scale comprises: Excellent (A), Very good (B), Good (C), Satisfactory (D), Sufficient (E) and Fail (F).

Examination form	Grades awarded	Weight (out of 100 points)
Individual written exam	A-F	1 home-exam á 40 points
Individual quizzes	A-F	4 quizzes á 15 points
Written literature seminar hand-ins (one for each theme) and active seminar participation	Pass/Fail	

The grade (A-E) corresponds to the total score a student obtains on the individual written exam and the individual quizzes. To receive a pass grade (A-E) $\geq 50\%$ points is required. The scale is tied to fixed score intervals:

A: 85-100%

B: 75-84%

C: 68-74%

D: 60-67%

E: 50-59%

F: <50%

Course evaluation

The course will be evaluated upon completion. The results of and possible changes to the course will be shared with students who participated in the evaluation and students who are starting the course.